

HOUSE BILL 1454

By Potts

AN ACT to amend Tennessee Code Annotated, Title 8 and
Title 50, relative to wages.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 2, Part 1, is amended by
adding the following as a new section:

(a) An employer shall pay an employee whose earning or productive capacity is
impaired by age, physical, or mental deficiency, or injury no less than the federal
minimum wage under 29 U.S.C. § 206 regardless of the subminimum wage authorized
pursuant to 29 U.S.C. § 214.

(b) As used in this section:

(1) "Employee" means a person born or naturalized in the United States
and subject to the jurisdiction thereof, or a person legally present in this country,
either of whom is employed by an employer; and

(2) "Employer" includes an individual, partnership, association,
corporation, business trust, legal representative, or any organized group of
persons, not involved in interstate commerce, acting directly or indirectly in the
interest of an employer in relation to an employee.

SECTION 2. This act takes effect July 1, 2021, the public welfare requiring it.